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*Joseph T. Van Leeuwen*

10/12/05

Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Matrix Management of Personnel Planning Factors

Enclosed are:

- Information Disclosure Statement;
- Modified form 1449 listing 12 reference;
- copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- This IDS is being filed pursuant to CFR § 1.97(c) and:
  - no item of information contained in the information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application, and, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.
- The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. **A duplicate copy of this sheet is enclosed.**
- Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By

*Joseph T. Van Leeuwen*

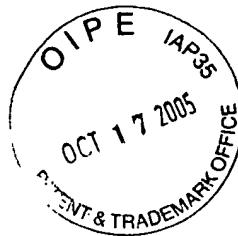
Joseph T. Van Leeuwen

Attorney for Applicant

Registration No. 44,383

Telephone: (512) 301-6738

Facsimile: (512) 301-6742



**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

**In re application of:** : Group Art Unit: 3623  
Calderaro, et. al. : Intellectual Property Law Department  
**Serial No.: 09/895,883** : International Business  
**Filed: June 29, 2001** : Machines Corporation  
**Title: System and Method for Improved** : Intellectual Property Law Dept.  
**Matrix Management of Personnel** : 11400 Burnet Road  
**Planning Factors** : Austin, Texas 78758

**INFORMATION DISCLOSURE STATEMENT**

The Commissioner of Patents  
Washington, D.C. 20231

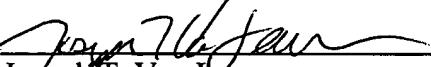
Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

By   
Joseph T. Van Leeuwen  
Van Leeuwen & Van Leeuwen  
Attorneys for Applicant  
Registration No. 44,383  
Telephone: (512) 301-6738  
Facsimile: (512) 301-6742

In Place of FORM PTO-1449 (Modified)

OCT 17 2005

Serial No. 09/895,883

Applicant: Calderaro, et. al.

Filing Date: 6/29/2001

Group: 3623

Atty. Docket No. AUS920010238US1

**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT**

**U. S. PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Name	Classification <u>Class / Subclass</u>	Filing Date if <u>Appropriate</u>
_____	AA 6,338,042	01-2002	Paizis, James N.	705/11	
_____	AB 5,819,231	10-1998	Tremaine, John L.	705/7	
_____	AC 6,321,206	11-2001	Honarvar, Laurence	705/7	
_____	AD 6,741,993	05-2004	Titaner et al.	707/10	
_____	AE				
_____	AF				

**FOREIGN PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Country	Classification	Translation <u>Yes</u> <u>No</u>
_____	AG				
_____	AH				
_____	AI				
_____	AJ				

**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

_____	AK	<u>The 1999 U.S. National Employee Relationship Benchmark Report</u> , 2000, Walker Information Inc.
_____	AL	<u>Commitment in the workplace: the 2000 global employee relationship benchmark report</u> , 2001, Walker Information Inc.
_____	AM	Healey, Andrea, "Going beyond pay: companies lure employees with perks," Nov-Dec 1998, <u>ACA News</u> , vol. 41, issue 10, p. 26-29.
_____	AN	Lewis, Diane E., "As workers learn to be free agents, firms put new stress on retention," Oct. 31, 1999, <u>Boston Globe</u> , p. D1.
_____	AO	Liptow, Jennifer A., "You really like me!" April 1, 2001, <u>Financial Planning</u> , p. 1.
_____	AP	Lazar, Gerald, "Keep your key people," May 2001, <u>Electronic Business</u> , p. 86-88, 90, 92, 94.
_____	AQ	Ganesan et al., "The impact of staffing policies on retail buyer job attitudes and behaviors," Spring 1996, <u>Journal of Retailing</u> , vol. 72, issue 1, p. 31-57.
_____	AR	Fey et al., "Doing business in Russia: effective human resource management practices for foreign firms in Russia," Autumn 1999, <u>Organizational Dynamics</u> , issue 69.

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.